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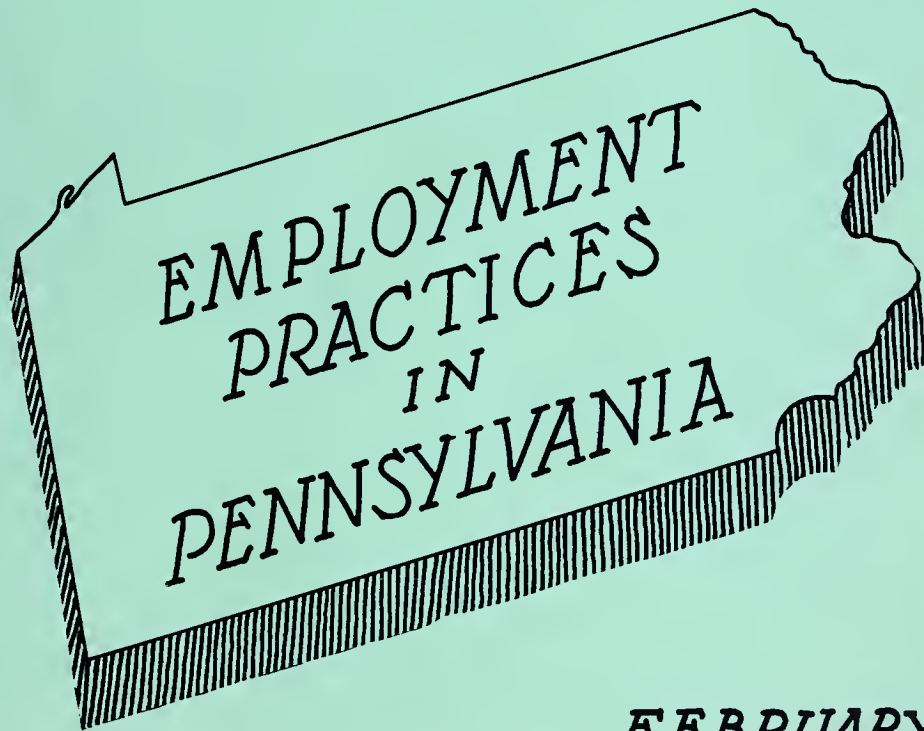
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REPORT  
*of*  
The GOVERNOR'S COMMISSION  
ON  
INDUSTRIAL RACE RELATIONS



*FEBRUARY 1953*

JOHN S. FINE, *Governor*

SAMUEL H. DAROFF, *Chairman*

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\* \* \* \* \*

WILLIAM H. GRAY, JR., Executive Director  
Industrial Race Relations Committee

\* \* \* \* \*

Facilities of the Department of Labor and Industry particularly the Bureau of Employment Security were utilized for administrative operations of the commission, conducting field surveys and analyses of the resulting data.



REPORT OF THE  
GOVERNOR'S COMMISSION  
ON  
INDUSTRIAL RACE RELATIONS

EMPLOYMENT  
PRACTICES IN  
PENNSYLVANIA

FEBRUARY 1953



COMMONWEALTH OF PENNSYLVANIA  
HARRISBURG, PENNSYLVANIA  
JOHN S. FINE, GOVERNOR  
FEBRUARY 1953



P R E F A C E

In May of 1952, Governor John S. Fine appointed the Governor's Commission on Industrial Race Relations which was charged, among other things, with the responsibility of studying the employment processes of Pennsylvania's industries and assessing the extent to which discriminatory or unfair employment policies and practices restrict or otherwise affect the employment of any racial, religious, ethnic or other minority group. On the basis of its findings, the Commission was further instructed to determine what measures might be warranted to promote fair and equitable employment practices, including such measures as the propagation of educational material and the passage of legislation. In pursuance of this responsibility, the Commission established a research group under whose auspices a general survey of employment practices throughout the Commonwealth was conducted in November and December of 1952. The findings of this survey, together with supporting information, are presented in this report.

The survey was conducted through the established facilities of the State Government. Information was assembled and analyzed respecting the hiring policies and specifications, promotional and upgrading practices, apprenticeship training programs, and other pertinent factors, of more than 1,200 employing establishments located throughout the State.

The methods employed in this survey were designed to achieve objective data without the abrasive effect of personal interviews on management heads and to present the material in such fashion as to avoid regional or specific identification of a particular firm or enterprise. The social objective which this survey is designed to serve can, it was felt, best be achieved through the educational presentation of community-wide data without identifying or stigmatizing individual components thereof.

Individual analysis was made of labor market and employment data in the files of public employment offices in Pennsylvania, supplemented by interviews with personnel acquainted and dealing with the hiring and promotional policies of the firms reviewed.

In selecting over 1,200 industrial establishments for this survey, the plan was to review the practices obtaining among a substantial number of firms in each community and not merely

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## EMPLOYMENT PRACTICES IN PENNSYLVANIA

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to attain a cross section of firms by industry, size and occupation. This method it was believed would lend itself to a down-to-earth analysis of the picture in a large number of communities; otherwise, evaluation of general community situations could be over-balanced by the practices in a few large or outstanding units located in such communities.

It was felt that merely counting firms which employed one or more minority group workers would provide an inaccurate picture, as even large employers with only token employment of minorities would need to be counted in the total under such method. Accordingly, the means finally employed were designed to determine and evaluate the extent and character of discriminatory employment practices followed by the establishments in each occupational class and skill.

Accordingly, establishments from all industry and size groups, and from a total of 44 different localities situated in all parts of the State, were selected for study in this survey. The industrial, size and regional distribution of the 1,229 establishments whose employment practices were surveyed are shown in Appendix Tables 1 and 2.

The combined total population on April 1, 1950, of the 44 areas in which establishments were surveyed was approximately 8,420,000, or 80 percent of the total population in the State, according to U. S. Census Bureau reports. For the purposes of summarizing the results of this study, the 44 localities were appropriately grouped into five broad geographic regions.

As pointed out in the findings of the survey, members of the Negro race constituted the principal minority group against which the bulk of discriminatory employment practices were found to be directed. The Negro population in the 44 localities covered by the survey represents on an over-all basis, slightly more than 7 percent of the total population of the localities, whereas, for the State as a whole, Negroes constitute a little more than 6 percent of the population. The relative importance of the Negro minority group, populationwise, varied considerably, however, among the various individual localities covered in the survey, ranging from less than 1 percent of the total population in a number of communities to more than 18 percent in Philadelphia. A significant amount of discrimination was also detected with respect to members of the



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Jewish faith and, in a relatively small number of instances, other religious and nationality groups were found to be affected.

It should be noted that, in accordance with the definition of the term "minority group" which was adopted by the Commission, the classification of any component of the population as a "minority group" for the purposes of this survey, was restricted to minorities whose "members are denied or limited in job opportunities as a result of local hiring practices". The full definition of the term "minority group" used in this connection was as follows:

"A minority group is any group of people, regardless of numerical size, whose members are denied or limited in job opportunities as a result of local hiring practices or the practices of a given employer for the following non-occupational reasons: Race, creed, color, national origin, or citizenship, except where citizenship as a condition of employment is required by law. "

In conformance with this definition many religious and nationality minorities present in the various areas were not identified as "minority groups" because there was no evidence that they were significantly affected by discriminatory employment practices.

For purpose of this survey, the term "discrimination" was specifically defined as follows:

"The refusal of an employer to hire, upgrade or to use in all classifications any group or groups of available qualified workers because of the above reasons is regarded as discrimination. "

On the basis of the above definitions of "minority group" and "discrimination", a "discriminatory establishment" was construed to be any employing establishment which, by means of various employment practices, denies or limits job opportunities to, or refrains from hiring, upgrading, promoting, or utilizing in all job classifications, any group or groups of available, qualified workers (regardless of numerical size) because of the following non-occupational reasons: Race, creed, color, national origin, or citizenship

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(except where citizenship is required by law to be a condition of employment).

The general purpose of the survey was to obtain, so far as possible, an objective evaluation of the prevalence of discrimination in employment at entry levels, the higher occupational skills, and in promotional and upgrading opportunities. The report makes clear, and it is important to remember, that the practices of exclusion do not operate as widely in unskilled and semi-skilled occupations; however, exclusion is the frequent rule in upgrading and promotional opportunities and skilled occupations, even among firms which have lowered the bars entirely in the entry grades.

It is believed that the survey serves its primary aim of pointing up the general extent and nature of discriminatory employment policies and practices in order that the relative scale and significance of the problem and the need for remedial measures might be ascertained and evaluated.

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## SUMMARY OF PRINCIPAL FINDINGS

The survey -- covering 1,229 firms employing almost 900,000 workers -- disclosed that more than six out of every ten firms did not discriminate in any way against any minority group in hiring workers for unskilled jobs. Moreover, nearly half of the establishments imposed no restrictions on the employment of minorities in semi-skilled occupations. This rather creditable showing is not sustained, however, at the skilled job level or in such "white-collar" occupations as sales, office, supervisory and engineering jobs. Two-thirds of the firms discriminated against minorities in hiring workers for skilled jobs, and approximately nine-tenths raised barriers to the employment of minorities in office, engineering and sales occupations.

Most of the discrimination was found to be directed against Negroes, but significant evidence of discrimination against Jews and other religious and nationality groups was also disclosed. Nearly all firms where discrimination was found, discriminated in the main against one specific minority group, and frequently such discrimination was evidently inadvertent. "Tradition" and "company policy" were cited much more often than any other factors as the principal reasons for the discrimination imposed against minorities.

One-tenth of all the firms included in the survey were found to show no evidence of discriminating against minorities in any manner when hiring, apprenticing, upgrading, or promoting workers in any occupational group, but nine-tenths were revealed as showing some degree of discrimination in one or another, or several, of these respects.

Discriminatory employment practices were found to be more extensive among employing establishments in the southwest and central regions of Pennsylvania than in the other three regions covered in the survey. Less than five percent of the establishments covered in the southwest and central regions were found to show no evidence of discrimination.

Less widespread discrimination was disclosed among the establishments in the largest and smallest size groups studied (i. e., those hiring over 1,000 employees and those employing 50 or less workers) than in any of the other four size groups

covered. In general, the extent of discrimination diminished as the size of establishment increased.

Nearly three-fourths of the establishments classified as discriminatory in the survey were reported to be discriminating against minority group workers in their promotional or upgrading policies and practices. Moreover, slightly more than three-quarters of the discriminatory establishments which employ apprentices were found to be limiting apprenticeship opportunities for minority group workers.

Limited changes in hiring policies with respect to the employment of minority group workers have occurred in the last five years. The survey revealed that seven percent of the establishments covered had adopted more liberal hiring policies within the past five years. The pressure of tight labor market conditions, with an increasing stringency of labor supplies, was reported to be a principal factor motivating the changes of hiring policy that occurred.

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# EMPLOYMENT PRACTICES IN PENNSYLVANIA

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## EXTENT AND NATURE OF EMPLOYMENT DISCRIMINATION

### Discrimination By Occupation

The survey -- which covered 1,229 firms of all sizes employing, in the aggregate, a total of nearly 900,000 workers -- revealed that more than 700 establishments made no distinction between workers because of race, religion, or national origin in hiring employees for unskilled jobs. This means that approximately six out of every ten firms did not discriminate in any way against any minority in hiring workers for unskilled and entry jobs which require little or no training and experience. <sup>1/</sup> However, the employment practices of the firms surveyed appeared progressively less open at job levels of higher skill, responsibility and pay. The greater the degree of skill required by the job, the greater was the relative extent of the discrimination. It was found that almost one-half (48 percent) of the establishments practiced no discrimination in hiring semi-skilled workers while less than one-third would hire minority group workers in skilled occupations. <sup>1/</sup>

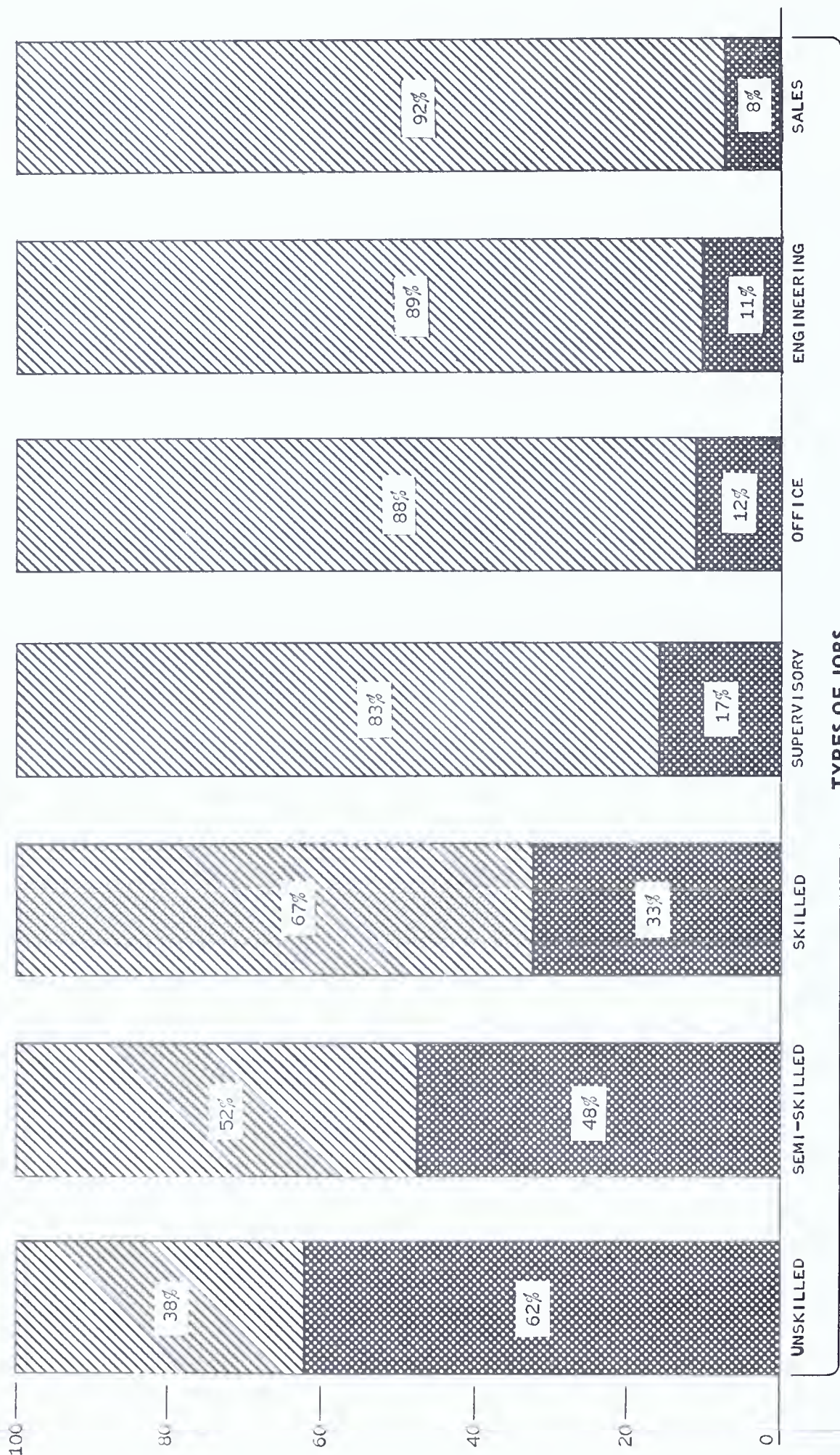
It was found that the bulk of the discriminatory employment policies and practices was directed primarily against Negroes. However, a significant measure of discrimination against Jews was also noted, and a comparatively small amount of discrimination against Italians and other nationality groups, as well as Catholics and other religious groups, was also apparent. In virtually every instance, an individual firm's discriminatory employment policies and practices were directed mainly against one specific minority group.

There is support for the belief that frequently these policies and practices constitute inadvertent restrictions on the utilization of minority group workers, and are not the result of intentional prohibition of employment for such workers.

There was an even greater amount of discrimination in hiring sales, office, engineering and supervisory workers than in hiring workers for unskilled, semi-skilled and skilled occupations. The survey indicated that five-sixths (83 percent) of the establishments discriminated against minority workers in supervisory positions, seven-eighths (88 percent) would not hire minorities for office jobs, and nine-tenths discriminated in employing engineering and sales workers (89 and 92 percent, respectively). <sup>1/</sup> These data are indicated in the following table:



PERCENTAGE OF FIRMS WHICH DO  
AND DO NOT DISCRIMINATE AGAINST MINORITIES  
IN HIRING WORKERS FOR DESIGNATED TYPES OF JOBS\*



\* EXCLUDING FIRMS FOR WHICH INFORMATION RESPECTING DISCRIMINATION WAS NOT REPORTED, AS WELL AS THOSE WHICH DID NOT UTILIZE THE DESIGNATED TYPE OF JOB.

# EMPLOYMENT PRACTICES IN PENNSYLVANIA

Occupational Group	Total Number	Establishments in Which Given Occupational Group was Utilized <sup>1/</sup>	
		Percent Reported Not Discriminating With Respect to Given Occupational Group	Percent Reported Discriminating With Respect to Given Occupational Group
Unskilled	1,161	62	38
Semi-skilled	1,102	48	52
Skilled	1,006	33	67
Supervisory	1,155	17	83
Office	1,137	12	88
Engineering	441	11	89
Sales	760	8	92

<sup>1/</sup> Excluding establishments for which information respecting discrimination was not reported, as well as those which did not utilize given occupational line.

Available data respecting the relative extent of discrimination in regard to the various occupational classes in manufacturing and nonmanufacturing industries indicate that there was no substantial difference between the two industry divisions. In all occupational groups except office and sales jobs, the percentage of discriminatory firms was smaller in manufacturing establishments than in nonmanufacturing. In the hiring of office workers, an equal proportion (12 percent) of the establishments in both industry groups showed no evidence of discriminatory hiring practices, while in employing sales workers 12 percent of the nonmanufacturing establishments did not bar minority group workers, as compared to 6 percent of the manufacturing firms. The relative extent of this type of job discrimination in the two industry divisions is indicated by the following:



## EMPLOYMENT PRACTICES IN PENNSYLVANIA

Occupational Group	Establishments In Which Given Occupational Group Was Utilized*			
	Manufacturing Industries		Nonmanufacturing Industries	
	Percentage Not Discrim- inating	Percentage Discrim- inating	Percentage Not Discrim- inating	Percentage Discrimin- ating
Unskilled	63	37	60	40
Semi-skilled	51	49	43	57
Skilled	34	66	30	70
Supervisory	20	80	14	86
Office	12	88	12	88
Engineering	12	88	9	91
Sales	6	94	12	88

\* Excluding establishments for which information respecting discrimination was not reported, as well as those which did not utilize given occupational line.

It is apparent from the above data that occupational class discrimination enlarges the scale and significance of restrictive employment practices. The survey showed that minority group workers were not only denied employment in some establishments but, in those establishments from which they were not completely barred, their employment was confined, in many instances, to jobs in the lower skill brackets, from which they had little or no opportunity to advance to more rewarding and responsible jobs.

### Scope of Discriminatory Employment Practices

When consideration is given specifically to all of the various employment practices of each surveyed establishment, in the aggregate, it is found that only 11 percent of the establishments are completely free of discriminatory employment practices. In other words, 129 of the firms included in the survey show no evidence of discriminating against minority groups in hiring workers in any occupation, in promoting or upgrading workers, or in offering apprenticeships, while 89 percent were found to show some



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## EMPLOYMENT PRACTICES IN PENNSYLVANIA

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evidence of discrimination in one or more of these respects. In the manufacturing industry division, 13 percent of the 698 firms surveyed were determined to have no discriminatory employment policies or practices of any kind, while 7 percent of the 517 non-manufacturing firms were in this category.

Although 89 percent of the establishments surveyed were classified as "discriminatory" it must be borne in mind that an establishment was so classified if it presented any evidence of discrimination in any one or more of its employment practices. Hence, there are many different degrees of discrimination within the discriminatory group, ranging from the firms which discriminate against minorities in only one occupational group to the firms which will not employ any minority group members under any circumstances. The fact that 89 percent of the firms surveyed are classified as "discriminatory" does not mean that 89 percent of the employment practices of the surveyed firms are discriminatory, nor does it mean that all of the "discriminatory" firms completely exclude minority groups from their employment.

The establishments classified as showing some evidence of discrimination include: (1) establishments that bar from employment any and all workers who are members of a minority group, or that do not employ any minority group workers, evidently because of discriminatory practices; (2) establishments that restrict their employment of minorities to certain job classifications, generally those in the unskilled, semi-skilled and service occupational categories; (3) establishments that deny or limit promotional and upgrading opportunities to members of a minority group; (4) establishments that deny apprenticeships to members of a minority group; and (5) establishments that follow any combination of these practices.

In a great many instances it is quite evident that these practices do not constitute deliberate efforts to discriminate against minority groups. Rather, they are often unintentional, and represent adherence to long-established company and community policies and traditions which have not been reviewed in the light of modern personnel administration and changing population characteristics, labor market conditions and social customs. Furthermore, in many cases the individual firms may not be aware that any problem of discrimination exists in their local areas because of the limited size of specific minorities.

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Various employment practices are utilized by different establishments in giving expression to such discrimination. Some establishments discriminate against minority group workers by setting unrealistic hiring specifications of a nonoccupational nature for some, if not all, of their job classifications. The survey indicated that, in roughly one-half of the communities covered, artificial hiring specifications respecting race, education, and experience were used to some extent by local employers. A few establishments employ only a "token" number of minority group workers in some job classifications.

Other establishments use a "ratio, quota, or balance system" in hiring minorities, whereby only a fixed proportion of the total number of workers hired may be members of a minority group, such as, one in ten, 5 percent, and so on. This practice was reported to be in use in approximately one-third of the localities covered by the survey. In most of these, the quota system was maintained in relation to the area's Negro population. However, religious and nationality groups were the basis of such policies in several of the areas. These practices were found most frequently in the localities in the southeast and southwest regions of the State--the regions where the Negro population is largest in relation to total population. Moreover, the areas within these regions where the maintenance of quotas or balance systems was evident were those in which the Negro population was of significant proportions. It should be pointed out, however, that even in these areas, only a few of the employers maintained such systems.

### Reasons for Discrimination

"Tradition" was cited more frequently than any other item as the principal reason for the discrimination imposed against minority group workers. "Company Policy" was the explanation cited with next greatest frequency, and it was followed by "Alleged Union Restrictions", ranking third; "Alleged Employee Reaction", in fourth place; "Alleged Customer Reaction", standing fifth; and "Alleged Need of Separate Facilities", ranking sixth. Reasons were given on the reports for only 672 of the 1,086 establishments which were reported as evidencing some discrimination. The reasons cited for these 672 establishments are shown in the following tabulation:

## EMPLOYMENT PRACTICES IN PENNSYLVANIA

<u>Reason for Discrimination</u>	<u>Number of Establishments For Which Given Reason Was Specified*</u>	<u>Percent of All Establishments for Which Reasons Were Cited*</u>
Tradition	392	58
Company Policy	311	46
Local	(306)	(45)
National	( 5)	( 1)
Alleged Union Restrictions	110	16
Alleged Employee Reaction	28	4
Alleged Customer Reaction	23	3
Alleged Need of Separate Facilities	5	1

\*Columns add to more than 100 percent and more than 672 establishments because several reasons were cited for some establishments. Figures in parentheses are sub-items.

### Discrimination by Region

The establishments for which some evidence of discrimination was reported were found to be distributed throughout all of the five regions which were surveyed. However, there were significant variations in the relative extent of the discrimination that was reported for each of the different regions and for the various occupational groups surveyed.

It must be remembered that most of the discrimination affected Negroes, with a significant amount affecting Jews, and to a lesser extent, nationality and religious groups. Moreover, nearly all firms that were found to be discriminatory, discriminated primarily against one minority group.

Throughout the survey reports it was evident, in many instances, that the discriminatory practices and policies of individual firms were of an unintentional nature.

All regions reported less discrimination in hiring minority groups workers for unskilled jobs than for any other occupational

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## EMPLOYMENT PRACTICES IN PENNSYLVANIA

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group. In the northeast and southeast regions 87 percent of the establishments surveyed were found to impose no restrictions on minority group workers in hiring at the unskilled job level. In the northwest, southwest and central regions 71, 49, and 43 percent, respectively, of the firms surveyed did not discriminate in hiring unskilled workers. In other occupational groups, the extent of discrimination in hiring was found to be progressively greater for semi-skilled and skilled jobs in all regions. Also, in the "white-collar" occupations of supervisory, office, engineering and sales jobs, discriminatory hiring practices were more widespread in all regions than in the unskilled, semi-skilled and skilled fields of work.

The northeast region showed the least evidence of discriminatory hiring practices for all except one of the seven broad occupational groups surveyed. The southeast, northwest, southwest and central regions ranked second, third, fourth and fifth, respectively, in this respect, with only a few minor exceptions in the different occupations. These facts are illustrated by the following tables, the first of which shows the percentage of establishments which do not discriminate, and the second of which shows the percentage of establishments which do discriminate in hiring workers for the specified occupational lines:

Percentage of Establishments Not Discriminating in Hiring  
Workers For Designated Occupational Group

Region	Un- skilled	Semi- skilled	Skilled	Super- visory	Office	Engin.	Sales
ALL REGIONS	62	48	33	17	12	11	8
Northeast	87	76	55	32	39	36	35
Southeast	87	74	52	35	24	20	14
Northwest	71	62	54	34	24	28	19
Southwest	49	33	23	7	4	3	4
Central	43	31	15	6	3	0	0



# EMPLOYMENT PRACTICES IN PENNSYLVANIA

Region	Percentage of Establishments Discriminating in Hiring Workers For Designated Occupational Group						
	<u>Un- skilled</u>	<u>Semi- skilled</u>	<u>Skilled</u>	<u>Super- visory</u>	<u>Office</u>	<u>Engin.</u>	<u>Sales</u>
ALL REGIONS	38	52	67	83	88	89	92
Northeast	13	24	45	68	61	64	65
Southeast	13	26	48	65	76	80	86
Northwest	29	38	46	66	76	72	81
Southwest	51	67	77	93	96	97	96
Central	57	69	85	94	97	100	100

The regional pattern with respect to establishments that were completely free of discriminatory employment practices is very similar to that apparent when considering discrimination in hiring practices alone. In the northeast region more than one-fourth of the establishments surveyed (27 percent) were found to have no discrimination against minority groups in hiring workers for any occupation, in promoting or upgrading present employees, or in offering apprenticeships. In the southeast and northwest regions 23 percent and 19 percent, respectively, of the surveyed establishments showed no evidence of discriminatory policies, but in the central and southwest regions the percentage of firms so classified was much lower. The following tabulation shows for each of the five broad regions used in summarizing the survey data the total number of establishments covered, the percentage of that total number which was found to be free of any evidence of discrimination, and the percentage in which some evidence of discrimination was apparent:

## EMPLOYMENT PRACTICES IN PENNSYLVANIA

Region	Establishments Included in Survey*		
	Total Number	Percent for Which No Evidence of Discrimination was Reported	Percent for Which Some Evidence of Discrimination was Reported
TOTAL-ALL REGIONS	1,215	11	89
Northeast	71	27	73
Southeast	312	23	77
Northwest	105	19	81
Central	148	3	97
Southwest	579	2	98

\*Excludes 14 establishments for which sufficient information was not reported.

### Discrimination By Size of Establishment

By size of establishment, the survey disclosed that firms which did not discriminate in hiring workers in any occupation, in upgrading or promoting employees, or in offering apprenticeships, were relatively most numerous in the largest size group (i. e., those employing over 1,000 workers). The second highest degree of absence of discrimination was found in the smallest sized establishments (those employing 50 or less employees) while the greatest degree of discrimination was found in establishments employing from 51 to 100 workers. The tabulation which follows shows for each establishment size group the number of establishments included in the survey and the proportions that were reported as evidencing and not evidencing some discrimination:

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## EMPLOYMENT PRACTICES IN PENNSYLVANIA

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Establishment Size	Establishments Included In Survey*		
	Total Number	Percent for Which No Evidence of Discrimination was Reported	Percent for Which Some Evidence of Discrimination was Reported
TOTAL-ALL SIZES	1,215	11	89
Over 1,000 employees	184	18	82
50 or less employees	157	13	87
501 to 1,000 employees	134	10	90
201 to 500 employees	249	10	90
101 to 200 employees	232	9	91
51 to 100 employees	259	6	94

\*Excludes 14 establishments for which sufficient information was not reported.

Of particular significance is the fact that evidence of discrimination was reported for more than 8 out of every 10 establishments in the size group where discrimination was least extensive. The proportion ranged upward to as high as 94 percent for the other size groups. In general, it appears that the extent of discrimination decreases as the size of firm increases.





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## EMPLOYMENT PRACTICES IN PENNSYLVANIA

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### DISCRIMINATION IN PROMOTIONS AND APPRENTICESHIPS

#### Promotional Discrimination

Of the establishments for which some evidence of discrimination against minority group workers was reported, 27 percent were shown as not evincing any indication of discrimination in their upgrading or promotional policies and practices. As the following tabulation shows, 73 percent of the discriminatory establishments were reported to be drawing the line against upgradings or promotions for minority group workers:

<u>Item</u>	<u>Number of Discriminatory Firms</u>	<u>Percent of Total Number</u>	
		<u>Incl. "NR" Group</u>	<u>Excl. "NR" Group</u>
TOTAL-ALL DISCRIMINATORY FIRMS.	1,086	100	100
Those that discriminate in promotion or upgrading	770	71	73
Those that do not	285	26	27
Those for which this information was not reported ("NR" group)	31	3	

Slightly less discrimination in promotion and upgrading was reported for manufacturing firms than for nonmanufacturing establishments. About 70 percent of the manufacturing firms classified in the discriminatory group were found to be denying or restricting upgrading or promotional opportunities to minority workers; whereas, 77 percent of the nonmanufacturing establishments similarly classified were revealed as following the same practices.

The establishments that were reported as discriminating against minority groups in regard to upgrading or promotion of workers were spread out into all regions and size groups. However, important differences in the relative scope of this type of discrimination were disclosed among the various regions and size groups. Generally speaking, these deviations were roughly similar

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to those that were pointed up in the analysis of the entire group of establishments for which some evidence of discriminatory employment practices was reported.

### Promotional Discrimination by Region

As shown in the following tabulation smaller proportions of the discriminatory establishments in the northeast and southeast regions were reported to be discriminating against minority group workers when upgrading or promoting workers than in the central, northwest and southwest regions:

Region	Total Number	Establishments for Which Evidence of Discrimination Was Reported*	
		Percent Reported Not Discriminating in Promotions	Percent Reported Discriminating in Promotions
TOTAL-ALL REGIONS	1,055	27	73
Northeast	52	98	2
Southeast	212	70	30
Central	143	16	84
Northwest	84	15	85
Southwest	564	9	91

\*Excludes the 31 establishments for which information respecting promotional or upgrading discrimination was not reported.

### Promotional Discrimination by Size of Establishment

Less evidence of discrimination in upgrading and promotion was reported among the discriminatory establishments in the three largest size groups, than among those in the smaller size groups. This fact is pointed up in the following tabulation:

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Establishment Size	Total Number	Establishments for Which Evidence of Discrimination Was Reported*	
		Percent Reported Not Discriminating In Promotions	Percent Reported Discriminating In Promotions
TOTAL-ALL SIZES	1,055	27	73
Over 1,000 employees	140	36	64
201 to 500 employees	215	31	69
501 to 1,000 employees	115	30	70
50 or less employees	134	25	75
101 to 200 employees	208	24	76
51 to 100 employees	243	20	80

\*Excludes the 31 establishments for which information respecting promotional or upgrading discrimination was not reported

### Apprenticeship Discrimination

The survey showed that only 401 of the 1,086 discriminatory firms were reported either as offering or denying apprenticeships to minority group workers. Another 648 establishments were reported as not employing any apprentices, and there were an additional 37 establishments for which no information was reported on this subject.

It was revealed by the survey that one-fourth of the discriminatory firms admitted minority workers into apprenticeships, but that three-fourths of them did not. The firms that employ over 500 workers were somewhat more liberal in this respect than those of smaller size. Moreover, establishments in the northeast and southeast regions of the State were less restrictive in offering apprenticeships to minorities than those in the other regions. The following tabulations give evidence of these facts:

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Region and Establishment Size	Total Number	Establishments for Which Evidence of Discrimination Was Reported*	
		Percent Reported Offering Apprenticeships to Minorities	Percent Reported Denying Apprenticeships to Minorities
TOTAL	401	24	76
Region:			
Northeast	45	98	2
Southeast	61	34	66
Southwest	134	11	89
Northwest	60	10	90
Central	101	9	91

## Establishment Size

501 to 1000 employees	46	41	59
Over 1,000 employees	65	34	66
101 to 200 employees	81	23	77
201 to 500 employees	80	19	81
50 or less employees	38	16	84
51 to 100 employees	91	15	85

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\*Excludes 37 establishments for which no information was reported respecting apprenticeship policies, and 648 establishments reported as not employing apprentices.

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### Reasons for Discrimination in Promotions and Apprenticeships

The reasons cited for discriminating against minority group workers in regard to the upgrading, promotion or apprenticeship of workers were of an almost identical pattern with the explanations given for discriminatory hiring practices. The one noteworthy variation was the fact that "Company Policy" moved ahead of "Tradition" into first place as the most frequently mentioned reason for discriminating in upgrading, promotion, or apprenticeship. Reasons were given on the reports for only 450 of the 837 establishments which were shown as discriminating in regard to promotion and/or apprenticeship. The reasons cited for these 450 establishments are shown in the following tabulation:

<u>Reason for Discrimination</u>	<u>Number of Establishments for Which Given Reason was Specified*</u>	<u>Percent of All Establishments For Which Reasons Were Cited*</u>
Company Policy (Local and/or National)	283	63
Tradition	238	53
Alleged Union Restrictions	110	24
Alleged Employee Reaction	29	6
Alleged Customer Reaction	21	5
Alleged Need of Separate Facilities	3	1
Other Reasons	4	1

\*Columns add to more than 100 percent and more than 450 establishments because several reasons were cited for some establishments.





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# EMPLOYMENT PRACTICES IN PENNSYLVANIA

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## LIBERALIZATION OF HIRING POLICIES

### Extent of Hiring Policy Liberalization

In more than half of the communities surveyed, it was reported that the general attitude of employers toward the question of discrimination has changed during recent years. A more liberal view with respect to the employment of minority group workers was indicated. The tight labor supply conditions prevailing in many areas have had an important influence in bringing about this change.

It was reported that 80 establishments, representing 7 percent of the total number of firms surveyed, liberalized their hiring practices within the past 5 years. As is indicated by the following data, 1,121 establishments, 93 percent of the total, had not modified their hiring policies in favor of minority group workers during the past 5 years:

<u>Item</u>	Establishments Included in Survey Percent of Total		
	<u>Total Number</u>	<u>Including "NR" Group</u>	<u>Excluding "NR" Group</u>
TOTAL-ALL ESTABLISHMENTS	1,229	100	100
Those which liberalized hiring policy during past 5 years	80	7	7
Those which did not	1,121	91	93
Those for which this inform- ation was not reported ("NR" Group)	28	2	-

It appears that the incidence of changes in the group of establishments classified as showing evidence of possible discrimination was virtually the same as that in the group which did not show such evidence, the percentage of establishments having liberalized policies in the former group being almost identical to the corresponding percentage in the latter group.

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The incidence of policy changes in manufacturing and nonmanufacturing industries was about the same, approximately 7 out of each 100 establishments for which information was reported in each division showing some relaxation of hiring barriers. The changes were widely scattered among the major industry lines of both divisions.

### Liberalization of Hiring Policies by Region

The survey showed that changes in hiring policies were very heavily concentrated in the southeast region, which had a better record in this respect than the four other geographic regions of the State. On a relative basis, 18 out of each 100 establishments that were surveyed in the southeast region were found to have relaxed hiring barriers during the past 5 years, while no changes were reported for any of the establishments that were surveyed in the central region. Furthermore, the lead of the southeast region is evident in the fact that 70 percent of all of the establishments with hiring policy changes were located in the southeast region.

In the northwest region, which ranked next to the southeast region in this respect, hiring policy changes were reported for 5 out of each 100 establishments surveyed, while in the southwest region 3 out of each 100 establishments showed policy changes. The following data indicate the regional distribution of the firms that made policy changes:

Region	Establishments Included in Survey*		
	Total Number	Those Which Changed Hiring Policies Within Past 5 Years	
		Number	Percent
TOTAL-ALL REGIONS	1,201	80	7
Southeast	305	57	19
Northwest	104	5	5
Southwest	574	17	3
Northeast	71	1	1
Central	147	0	0

\*Excludes 28 establishments for which sufficient information was not reported.



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On a regional basis, the incidence of establishments which had liberalized policies among both the discriminatory and nondiscriminatory groups conformed closely to that indicated above for all establishments surveyed. The only significant exception was that, in the group of establishments which showed evidence of discrimination, the ratio of establishments changing hiring policies to all establishments amounted to 21 out of each 100 in the southeast region.

### Liberalization of Hiring Policies by Size of Establishment

From the standpoint of the size of the establishments surveyed, it is evident that hiring policy changes were more frequent among establishments in the group that employed over 1,000 workers than in establishments in the smaller size groups.

As indicated by the following data, 16 out of each 100 establishments in the size group of establishments having more than 1,000 workers showed policy changes, while in the size group ranking next in this respect -- establishments employing 200 to 500 workers -- only 8 out of each 100 establishments showed any such changes. Establishments in the size group employing 51 to 100 workers had relatively the poorest record in this connection, only 2 out of each 100 establishments surveyed in this size group having made any changes in the past 5 years.

Establishment Size	Establishments Included in Survey*		
	Total Number	Those Which Changed Hiring Policies Within Past 5 Years	
		Number	Percent
TOTAL-ALL SIZES	1,201	80	7
Over 1,000 employees	180	28	16
201 to 500 employees	245	20	8
101 to 200 employees	229	15	7
501 to 1,000 employees	133	7	5
50 or less employees	157	5	3
51 to 100 employees	257	5	2

\*Excludes 28 establishments for which sufficient information was not available.

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The greater tendency toward liberalized hiring practices exhibited by the larger establishments in the State is further illustrated by the fact that almost 45 percent of all firms which were reported to have made hiring policy changes during the past 5 years were in the size groups of establishments employing more than 500 persons, whereas such establishments constituted only about 25 percent of all establishments covered in the survey.

### Reasons for Liberalizing Hiring Policies

Reasons for policy changes were indicated for 69 out of the total of 80 establishments which were reported to have made such changes. For these 69 establishments, an aggregate of 138 reasons for policy changes were indicated, more than one reason being given for a single establishment in a number of instances.

The pressure of tight labor market conditions and increasing shortages of labor constituted the most frequently mentioned reason reported for the lowering of hiring barriers and the utilization of minority group workers during the past 5 years. Moreover, in respect to the next ranking reason reported in this connection, which attributed the policy changes to "negotiations with employers by government agencies", and which constituted about one-quarter of all the reasons cited, tight labor market conditions and dwindling labor supplies undoubtedly contributed to the successful outcome of such negotiations, in most instances.

Successful negotiations between employers and government agencies that resulted in the utilization of minority group workers were reported to have occurred in about one-half of the areas covered. These negotiations took place in a wide variety of industry lines in both manufacturing and nonmanufacturing, and in virtually all cases involved racial minorities. Several outstanding instances of successful negotiation were noted. In one case, a large metals fabricating plant was induced to employ minority workers for the first time in 29 years. In another instance, involving a food processing company, a perishable food pack was saved by the negotiated use of minority workers; and, in a third case, a large new aircraft factory was induced to relax hiring specifications in favor of the employment of minority group workers.

Efforts of community groups and Fair Employment Practices ordinances were the only other important reasons given for hiring policy changes, being cited for 29 and 22 percent of the 69 firms which reported reasons, as shown in the following table:

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Reason for Hiring Policy Change	Number of Establishments for Which Given Reason was Specified*	Percent of All Establishments for Which Reasons were Cited*
Tight Labor Market	43	62
Negotiations by Government Agencies	37	54
Pressure from Community Groups	20	29
Fair Employment Practices Ordinance	15	22
Changes in Hiring Officials	7	10
U. S. Government Contract Regulations	4	6
Other	12	17

\*Columns add to more than 100 percent and more than 69 establishments because several reasons were cited for some establishments.

Active anti-discrimination programs aimed at encouraging the liberalization of hiring policies were reported in one-third of the localities in which employment practices were surveyed. These programs are conducted or sponsored by a variety of organizations, including local chapters of the National Association for the Advancement of Colored People, the American Civil Liberties Union, Anti-Defamation League, Bethune-Douglass Organization, the Young Men's and Young Women's Christian Associations, the National Conference of Christians and Jews, B'nai Brith, and various labor organizations, business and civic groups, and local government agencies. In one area, a large manufacturing corporation was reported to be spearheading the drive against discriminatory practices on an industry-wide basis. In six of the local communities surveyed local Fair Employment Practices ordinances were in effect.

Tight labor market conditions represented the most common reason for policy changes in both the group of establishments classified as showing evidence of discrimination and the group classified as nondiscriminatory. In the group showing evidence of discrimination, the other reasons given for change were substantially the same as those shown in the above table and were of corresponding relative importance.

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From a regional standpoint, inasmuch as more than 70 percent of all of the establishments which have made policy changes were located in the southeast region, most of the available information respecting reasons for policy changes also relates to that portion of the State. As might be expected, in view of this dominant position of the southeast region, the principal reasons indicated for the liberalization of hiring policies in the southeast region corresponded very closely to the pattern shown for all establishments surveyed in the State, which pattern the southeast region also largely shaped.

The influence of tight labor market conditions as the principal motivating factor in the relaxation of hiring barriers is underscored in the southeast region by the fact that nearly two-thirds of all of the reasons indicated for changes involved this factor specifically, or specified negotiations between government agencies and employers, which were probably prompted by tight labor market conditions.

In other regions of the State, the information available in this connection was too limited to be at all conclusive. However, it is apparent that tight labor market conditions were the dominant reason for policy changes in all other regions.

In both the larger establishments employing more than 500 workers and the smaller establishments employing less than 500 workers, "tight labor market conditions" was the reason most frequently reported for policy changes. However, establishments in the smaller size group were apparently more responsive to this factor than the larger establishments.

"Negotiations between employers and government agencies", the next most important reason reported for policy changes in both size groups, also appeared to be a somewhat more important factor in the smaller firms than in the larger ones. "Pressure from community groups" which ranked third in importance as the reason for changes in both the larger and smaller firms appears to have influenced the larger firms to a greater extent than the smaller ones.



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### Advantages Gained from Liberalizing Hiring Policies

Information concerning the advantages gained by liberalizing hiring policies were reported for 54 of the 80 establishments which were shown to have made changes in hiring policies. For 7 of these 54 establishments, it was reported that no advantage was derived from changing hiring policies. "Increased production" and "more favorable community relations" were the principal advantages that were reported to have been gained from the policy changes made by the remaining 47 establishments that liberalized their employment practices; these gains were cited with about equal frequency and together represented approximately 80 percent of all the advantages reported to have been realized from policy changes. As shown by the following data, there were no other advantages from hiring policy changes reported on a significant scale:

<u>Advantage Gained from Hiring Policy Change</u>	<u>Number of Establishments for Which Given Advantage Was Specified*</u>	<u>Percent of All Establishments for Which Advantages Were Cited*</u>
More Favorable Community Relations	27	57
Increased Production	26	55
Reduced Turnover	4	9
Decrease in Production Costs	3	6
Other	6	13

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\*Columns add to more than 100 percent and more than 47 establishments because several advantages were cited for some establishments.



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No significant difference in the advantages derived from policy changes was indicated between the group of establishments classified as showing evidence of discrimination and the group designated as nondiscriminatory.

In the southeast region, where most of the policy changes were reported to have occurred, "increased production" was more frequently mentioned as a principal advantage of relaxed hiring specifications than "improved community relations", which as indicated by the foregoing data was of about equal importance on a statewide basis. On the other hand, in the southwest and northwest regions, where relatively few policy changes were reported, "improved community relations" was much more commonly indicated as the principal advantage realized from policy changes.

"More favorable community relations" was cited most commonly as the principal advantage derived from policy changes by the larger establishments having more than 500 workers; the advantage of "increased production" ranked next from the standpoint of frequency in this size group. In the smaller establishments, those employing less than 500 workers, these two advantages also represented the major gains most commonly reported, but in this group their rank was in reverse order.

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### POTENTIAL HIRINGS AND UNFILLED JOBS

Two questions in the survey schedule were designed to obtain information on current and anticipated employment developments for each establishment included in the survey. The first of these called for an estimate of the potential number of hirings which each establishment might be expected to make during the next two months. It was specifically explained that the estimate was to include all potential hires for both the enlargement of the work force and replacement of workers lost as a result of labor turnover. The second question requested an estimate of the number of actual job openings in the establishment which were unfilled at the time of the survey.

As might be expected, the number of establishments for which potential hires were reported greatly exceeded the number for which unfilled jobs were reported. Nearly two-thirds of all the establishments in the survey were reported to have potential hirings, while slightly less than one-third were reported to have unfilled job openings. Similarly, the aggregate number of potential hires reported also exceeded the number of unfilled jobs by a wide margin. Of the 1,229 establishments in the survey, 803 were reported to have a total of nearly 40,000 potential hires, while 379 establishments were reported to have 20,000 unfilled jobs. Only 368 establishments were reported to have both potential hires and unfilled jobs. The aggregate number of unfilled job openings was about equally divided between manufacturing and nonmanufacturing industries.

The survey revealed that the group of establishments in which there was some evidence of discrimination had a relatively greater proportion of establishments with potential hirings than did the group in which there was no evidence of discrimination. The comparison of these two groups indicates that 68 percent of the establishments in the discriminatory group were reported to have potential hirings, while only 47 percent of the establishments in the nondiscriminatory group were reported to have them. Without exception, in each establishment size-class the percentage of establishments with potential hirings was larger for the group of discriminatory establishments than for the group of nondiscriminatory establishments. These facts are shown in the following tabulation, which also discloses the general consistency with which the proportion of establishments having potential hirings becomes larger as the size of establishment increases in both the discriminatory and nondiscriminatory groups of establishments:

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Establishment Size	Percent of Establishments With Potential Hirings	
	Discriminatory Establishments	Nondiscriminatory Establishments
TOTAL-ALL SIZES	68	47
50 or less employees	57	19
51 to 100 employees	64	27
101 to 200 employees	62	48
201 to 500 employees	69	52
501 to 1,000 employees	79	64
Over 1,000 employees	82	61

Less than one-third of the establishments included in the survey had unfilled job vacancies. Slightly more than one-half of these were located in the southeast region of the State, where only one-fourth of the surveyed firms were located, and where the rate of industrial activity is relatively greater than in other regions. On a size-of-firm basis, 54 percent of the establishments with 1,000 or more employees had unfilled jobs and this percentage was progressively lower in each smaller size group, reaching a low of 16 percent in the smallest size group (i.e., those with less than 50 employees).

On a statewide basis, a larger percentage of the establishments in which there was no evidence of discriminatory employment practices had unfilled job openings than appeared in the group in which discriminatory practices were found. Although this seems contrary to what might have been reasonably expected, no conclusive deduction can be made because the composition of the discriminatory group of establishments is markedly different from the composition of nondiscriminatory group on the basis of both the size and geographic location of the establishments included. The discriminatory group included a much smaller proportion of the larger establishments than did the nondiscriminatory group; and as pointed out above, more of the larger establishments had unfilled jobs than did the smaller ones. Moreover, 56 percent of the establishments in the nondiscriminatory group, but less than 25 percent of those in the discriminatory group, were located in the southeast region, where the proportion of establishments with unfilled jobs was largest. The following distribution shows the percentage of establishments having unfilled job openings in each of these two groups and in each geographic region of the State:

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Region	Percent of Establishments With Unfilled Job Openings	
	Discriminatory Establishments	Nondiscriminatory Establishments
TOTAL-ALL REGIONS	30	38
Southeast	60	57
Northeast	33	37
Central	15	0
Southwest	24	0
Northwest	9	0

While there were only 29 establishments in the entire survey in which production was impeded because of the lack of certain types of worker, nearly two-thirds of these were situated in the southeast region, while the remainder was distributed elsewhere throughout the State. Twenty-three of these 29 establishments had a total of 2,087 unfilled job openings.

### UNIFORMITY OF HIRING SPECIFICATIONS

Uniform hiring specifications (i. e., requiring the same amount of experience and education, the same personal traits, etc. for all applicants for a given job) prevailed in the vast majority of the establishments surveyed. However, in the establishments in which some evidence of discrimination was apparent, about 92 percent of the firms were found to have established uniform hiring specifications, while in the firms with no evidence of discrimination more than 99 percent had uniform specifications. Only one firm of the 129 in the latter group was reported to vary its hiring specifications for different applicants for the same job, while 81 of the 1,086 firms in the former group practiced such variation.

The setting of unequal job specifications for different applicants was found to exist in approximately the same relative degree in the various size classes of firms in the group where some evidence of discrimination was present. The one exception was found in firms which employ 50 or less workers, where varying hiring specifications existed in only about 2 percent of the firms. In each of the five size groups above 50 employees from 7 percent to 9 percent of the firms were not always consistent in setting hiring specifications.



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### COMPARABILITY OF WAGE RATES

The wage rates paid by the establishments included in the survey were, on the average, about equal to the wage rates paid for the same occupations in other plants in similiar industries. In the firms in which some evidence of discrimination was reported more than 82 percent paid wages which were the same as those paid for the same jobs in other plants, 9 percent paid higher rates, and 8 percent paid lower rates. In the firms in which no evidence of discrimination was found, 86 percent paid the same wages as other plants, 9 percent paid higher rates and only 4 percent paid lower rates. However, the slight difference in distribution between the two groups is not particularly significant in view of the comparatively small number of firms in the group with no evidence of discrimination.

Wage scales within each of the plants included in the survey were the same for all workers doing the same job (exclusive of sex differentials) almost without exception. Of the 1,086 firms which showed some evidence of discrimination, there were only 4 in which some workers doing the same job were paid at different scales than others, while in the nondiscriminatory group there were no such establishments.



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## REGIONAL SUMMARY OF IMPORTANT FINDINGS

### Southwest Region

Employment policies and practices were surveyed in 14 localities in the southwest region. In these areas, which were widely dispersed throughout the region, total population according to the April 1950 Census was 2,487,000 persons.

Virtually all of the discrimination detected in this area was found to be directed primarily against Negroes. This obtained even in establishments which did not discriminate against other acknowledged minority groups. The Negro population constituted about 6 percent of the total population in the 14 areas in which the survey was conducted, the southwest region ranking second among the regions in relative size of Negro population.

The survey revealed that almost one-half (49 percent) of the establishments in the southwest region accepted minority group workers for employment in unskilled jobs. However, as in all other regions, it was found that the extent of discrimination was progressively greater for semi-skilled and unskilled jobs, as well as for "white-collar" occupations. Two-thirds (67 percent) of the establishments denied semi-skilled jobs to minority workers; more than three quarters (77 percent) of the firms barred minority group workers from skilled jobs; and 93 percent of the establishments discriminated against minority workers in relation to supervisory positions. Discriminatory hiring policies were even more widespread in this region in engineering, sales and office occupations. More than 95 percent of the establishments excluded minority groups workers from these types of work. For each of the seven broad occupational groups surveyed, the proportion of firms in the southwest region that discriminated against minority workers was higher than in other regions except the central.

Moreover, the survey disclosed that there were relatively fewer establishments in the southwest region completely free of discriminatory employment practices in all occupational groups and skill levels than in the other regions in the State. Only 2 percent of the firms in the southwest region were found to show no evidence of discrimination in any respect.

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About one-tenth of the discriminatory establishments were reported to be permitting the advancement of minority workers through promotion and upgrading, but nine-tenths were indicated to be curbing the promotional and upgrading opportunities for such workers. The proportion of this latter group in the southwest region was larger than in the other regions in the State. Only 11 percent of the discriminatory firms that employed apprentices were found to be offering apprenticeships to the minority group workers, whereas 89 percent were reported as denying apprenticeships to such workers.

In more than half of the areas in which the survey was conducted, it was found that employers did not maintain "quota" or "balance" systems in regard to the employment of members of the minority group. Where such systems were maintained, they related almost exclusively to the Negro minority, only one instance involving religious and nationality groups being reported.

"Tradition" was by far the most frequently mentioned reason for the discrimination reported in the southwest region. This reason was cited for nearly 78 percent of all the discriminatory establishments for which reasons were reported. "Tradition" appeared to be a much more important reason for discrimination in this region than in the other regions in the State. "Company policy", the second most frequently reported reason, was indicated for 19 percent of the discriminatory firms for which reasons were given.

There were 17 firms in which some relaxation of hiring specifications was reported to have occurred during the past 5 years. The most frequent reasons advanced for making changes in hiring policies were "pressure from community groups", "tight labor market", and "negotiations with government agencies". "Improved community relations" was cited as the major advantage resulting from making such policy changes.

Organizations having active programs directed toward the elimination of discriminatory policies and practices in industry were found in a number of the areas. The most prominent ones were the National Association for the Advancement of Colored People, the National Conference of Christians and Jews, and the Young Men's and Young Women's Christian Associations. In addition to these organizations, the Urban League and the Mayor's Civic Unity Council were found to be active in the city of Pittsburgh. There were

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three cities in the region in which Fair Employment Practices ordinances had been passed, and an important industry in one of the areas was reported to be taking an active lead in the promotion of anti-discrimination policies.

### Northwest Region

Establishments in four localities were included in the survey in the northwest region. On the basis of U. S. Census Bureau reports, total population in these localities, in April 1950, was approximately 396,000.

The discrimination which was found in this region was directed, in most instances, against the Negro minority group. A number of cases were found, however, in which a nationality group, as well as the Negro group, was involved. The Negro minority group in the northwest region was relatively small--constituting one percent of the total population.

More than two-thirds (71 percent) of the establishments in this region showed a willingness to employ minority group workers in unskilled occupations. Slightly less than two-thirds (62 percent) of the establishments were also willing to employ such workers in semi-skilled jobs, and more than half (54 percent) were willing to accept them for employment in skilled occupations. However, there was more indication of employer reluctance to hire minority group members to fill supervisory and "white-collar" positions. While one-third of the establishments were employing, or were willing to employ, such workers in a supervisory capacity, the proportion which would accept them for office jobs was one-fourth; and for engineering and sales jobs, the proportion was one-fourth and one-fifth, respectively.

This region ranked third, among the five regions in the State, with respect to the proportion of firms which were found to be completely free of all discriminatory practices. No evidence of discriminatory practices was detected in 19 percent of the establishments in this region, whereas 81 percent of the firms surveyed were reported to be discriminating in one or more of their hiring, upgrading, promotion, or apprenticeship practices and in relation to some occupational class or classes.

Among the establishments in the northwest region which were



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found to be practicing discrimination in one form or another, the survey revealed that 85 percent were discriminating against minority groups in upgrading and promoting workers, and nine-tenths of the establishments in this region were found to be discriminating in offering apprenticeships to members of minority groups. The proportion of the discriminatory firms in the northwest region which were found to be discriminating in the upgrading, promoting, or apprenticing of minority group workers was next to the highest of all regions surveyed.

"Quota" or "balance" systems, with respect to the employment of minority groups were found in two of the four areas surveyed in the northwest region.

"Company policy" was the reason most frequently given in explanation of the discrimination found in the northwest region, being cited for 95 percent of the establishments. "Tradition" and "alleged union restrictions" were other reasons less frequently mentioned. Whereas "company policy" was the most frequently given reason for discrimination in this region, for all regions combined, the reason most frequently cited was "tradition".

There were only five establishments in the northwest region which had relaxed hiring specifications with respect to minority groups during the past five years. The principal advantage derived from the changes in hiring specifications was reported to be "improved community relations".

The anti-discrimination programs which were found in the northwest region were, for the most part, conducted under the auspices of local civic and governmental organizations. Local Chambers of Commerce, City Councils, or labor unions were found to be actively promoting anti-discrimination programs in all four of the areas which were surveyed in this region. Two cities in this region were reported to have passed Fair Employment Practices Ordinances.

### Central Region

Six localities, situated throughout the middle section of the State, were surveyed in the central region. There was a total population of 616,000 in these six areas, in April 1950, according to data published by the U. S. Bureau of the Census.

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Virtually all of the discrimination found in the central region was directed against Negroes, the only minority group which was reported in this region, and which accounted for slightly less than one percent of the total population of the six localities.

According to the results of the survey, more than forty percent of the establishments in the central region were willing to accept minority group workers for employment in unskilled occupations, and nearly one-third were willing to accept such workers for semi-skilled jobs. More widespread resistance was found in this region to the employment of minority groups in other occupational lines. Eighty-five percent of the surveyed establishments in this region discriminated in the employment of minority group workers in skilled occupations, 94 percent in supervisory capacities, 97 percent in office positions. All establishments in this region which employed such workers had discriminatory employment practices with respect to sales and engineering positions. For each of the seven broad occupational lines, it was found that the central region had a higher proportion of firms discriminating against minority workers than the other regions of the State.

Only three percent of the establishments in the central region were found to be completely free of all discriminatory employment practices in respect to the hiring, promotion, upgrading, and apprenticeship of workers at all occupational and skill levels. There was only one other region in the State which had a lower proportion of completely non-discriminatory firms.

The survey revealed that 84 percent of the discriminatory firms in this region had restrictions on upgrading or promoting minority workers on their payrolls. Nearly ten percent of the discriminatory establishments in the central region which employed apprentices were offering apprenticeship opportunities to minority workers. However, the region had a higher proportion of establishments denying apprenticeships to such workers than other regions.

"Company policy" far outranked in frequency all other reasons given for the discrimination found in the central region, having been cited for all but two of the establishments for which reasons were reported. "Alleged union restriction" ranked next in frequency, and "tradition" was third. The pattern of reasons specified in this region was significantly different from the pattern for all regions. On a statewide basis, "tradition" and "company



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policy" were most frequently mentioned, with "alleged union restrictions" running a poor third.

There were no changes in hiring policy during the past five years reported for any of the establishments in the central region.

Two organizations were found in the central region which actively promoted anti-discrimination policies in industry. One of these organizations was entirely local in nature and the other was the National Association for the Advancement of Colored People.

### Northeast Region

The employment policies and practices of employers were surveyed in six localities in the northeast region of the State. On the basis of U. S. Census Bureau reports, the total population of these areas, in April 1950, was approximately 695,000. In addition to a small Negro minority group, comprising less than one percent of the total population, there were Jewish and other religious and nationality groups represented in a number of areas in this region.

There was less evidence of discriminatory hiring practices found in the northeast region in six of the seven broad occupational groups used in the survey than in other regions of the State. A very large proportion of the establishments in this region did not discriminate in hiring minority group workers in either unskilled or semi-skilled occupations. Eighty-seven percent of the firms were found to be unrestrictive with respect to the employment of minority workers in unskilled categories, while more than three-fourths accepted such workers in semi-skilled jobs. More than half (55 percent) were willing to accept minority workers in skilled occupations. For "white-collar" occupational lines, the proportion of firms not discriminating against minority workers was somewhat lower, although only in the instance of the supervisory occupational group was it less than thirty-three percent.

No evidence of any discrimination in hiring, upgrading or promoting workers or offering apprenticeships was found in more than one-fourth of the establishments in the northeast region. This region ranked highest in the State in respect to the proportion of establishments completely free of discriminatory practices.

Evidence of discrimination in the promotion and upgrading of

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workers was found in only two percent of the discriminatory establishments in this region, and likewise, only two percent of the discriminatory establishments which employed apprentices were found to be denying apprenticeship opportunities to minority group workers.

A "quota" or "balance" system respecting the employment of minority groups was found in only one area in this region. In this particular case the minority group affected was a nationality group.

Only one of the surveyed establishments in the northeast region was reported to have relaxed hiring specifications during the past five years.

Although there were no active programs for the promotion of anti-discrimination employment policies found in the areas covered in the northeast region, it was noted in one area that local unions exerted efforts to assure that minority group members were provided employment opportunities.

### Southeast Region

The total population of the fourteen localities surveyed in the southeast region was 4,227,000, according to April 1950 census reports. From the standpoint of population, this was the largest region surveyed.

Most of the discrimination found in the southeast region was directed against the Negro minority group. This group accounted for nearly 11 percent of the total population of the areas surveyed and represented the highest proportion of Negroes found in any region. In addition to the Negro group, there was a sizeable Jewish minority group and some other religious and nationality minority groups in this region.

It was found that 87 percent of the establishments in the southeast region did not discriminate against minority workers in hiring employees for unskilled occupations. Furthermore, nearly three-fourths (74 percent) accepted such workers for semi-skilled jobs; more than half were willing to hire them for skilled occupations; and more than one-third (35 percent) would accept minority workers to serve in supervisory capacities.

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For certain other "white-collar" occupations, however, the evidence of discrimination against minority workers was much more extensive. More than three-fourths of the establishments would not accept minority workers for office positions; four-fifths would not hire them to fill engineering posts; and almost 86 percent would not use minority workers in their sales department.

Nearly one-quarter of the establishments surveyed in the southeast region were found to be entirely free of all forms of discrimination. Only one other region had a higher proportion of completely non-discriminatory firms. More than 75 percent of the establishments showed some degree of discrimination in their employment practices in hiring, promoting, upgrading, and apprenticing workers.

Of the group of firms for which there was evidence of some discrimination, only about one-third were found to be discriminating in the upgrading and promotion of workers. This was next to the smallest proportion found in any region. However, two-thirds of the establishments which utilized apprentices, were found to be denying apprenticeships to minority workers.

"Quota" or "balance" systems were found in only six of the fourteen localities which were surveyed in this region. In each of these areas the number of firms which maintained such systems was very small and related primarily to the Negro group, although religious and nationality groups were affected in some instances.

"Company policy" was cited more frequently than any other as the principal reason for the discrimination existing in the southeast region. "Tradition" was a close second, with "alleged employee reaction" ranking third.

The incidence of establishments which liberalized hiring policies during the past five years was far higher in the southeast region than in other regions. Nineteen percent of all the firms surveyed in this region indicated such changes, whereas the next highest incidence recorded was in the northwest region--where 5 percent of all establishments had made changes in hiring policies. "Tight labor market conditions" was the outstanding motivating factor in the relaxation of hiring barriers. This reason, along with "negotiations with government agencies" constituted nearly two-thirds of all reasons cited by firms in this region for changes in hiring policy. "Increased



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production" was most frequently mentioned as the principal advantage resulting from relaxed hiring specifications.

Organizations with programs for the promotion of anti-discrimination in industry were reported to be active in four localities in the southeast region. In one locality, a community program had been organized for the promotion of anti-discrimination policies.

On a statewide basis, the large civic group which has been very active in seeking the enactment of legislation on the subject is the State Council for a Pennsylvania FEPC. It has a very impressive list of organizations as affiliates including: Allegheny County Council on Civil Rights, Americanism Committee of American Legion, American Jewish Committee, American Jewish Congress, American Veterans Committee, B'nai B'rith, B'rith Sholom, Cambria County Fair Employment Council, Carlisle Intercultural Council, Catholic Interracial Council, Catholic War Veterans, Elks Civil Liberties Commission (I. B. P. O. E. W.), Friends Race Relations Committee, Hadassah, Jewish Labor Committee, Jewish War Veterans, National Association for the Advancement of Colored People, National Council of Jewish Women, Pennsylvania Federation of Labor, Pennsylvania Industrial Union Council, Department of Social Relations - Pennsylvania Council of Churches, United Mine Workers, United Steelworkers of America Committee on Civil Rights (Pennsylvania Division), Urban League, Veterans of Foreign Wars, Women's International League for Peace and Freedom, Young Men's Christian Association of Pennsylvania, and Young Women's Christian Association of Pennsylvania.

Organizations and groups, many of which are affiliates of the above State organization, did especially significant work in the Philadelphia area. Among the groups were: American Jewish Committee, American Jewish Congress, Fellowship Commission and its affiliated groups, National Association for the Advancement of Colored People, Anti-Defamation League of B'nai B'rith and B'rith Sholom; the Council for Equal Job Opportunities and its affiliated groups, which includes the American Catholic Interracial Council, Committee on Race Relations - Society of Friends, Jewish Community Relations Council, American Federation of Labor, Congress of Industrial Organizations, and the Young Women's Christian Association.





# APPENDIX

Tables 1 to 19



APPENDIX TABLE 1. DISTRIBUTION OF ESTABLISHMENTS SURVEYED  
BY REGION AND SIZE GROUP

Establishment Size (No. of Employees)	Number of Establishments					
	TOTAL - ALL REGIONS	Southeast Region	Northeast Region	Central Region	Southwest Region	Northwest Region
TOTAL - ALL SIZES	<u>1,229</u>	<u>319</u>	<u>71</u>	<u>148</u>	<u>580</u>	<u>111</u>
50 or less	159	23	11	22	77	26
51 to 100	260	43	8	43	139	27
101 to 200	235	47	14	34	118	22
201 to 500	250	89	14	28	103	16
501 to 1,000	135	34	16	12	64	9
Over 1,000	190	83	8	9	79	11



APPENDIX TABLE 2. DISTRIBUTION OF ESTABLISHMENTS  
SURVEYED BY INDUSTRY

Industry	Number of Establishments
TOTAL - ALL INDUSTRIES	<u>1,229</u>
TOTAL - ALL MANUFACTURING INDUSTRIES	<u>709</u>
Food Products	69
Textile Products	32
Apparel and Related Products	57
Lumber and Wood Products	20
Furniture and Fixtures	27
Paper Products	18
Printing and Publishing	29
Chemical, Oil and Coal Products	34
Rubber and Leather Products	18
Stone, Clay and Glass Products	54
Primary Metals	99
Fabricated Metal Products	85
Nonelectrical Machinery	65
Electrical Machinery	35
Transportation Equipment	30
Other Manufacturing	37
TOTAL - ALL NONMANUFACTURING INDUSTRIES	<u>520</u>
Mining	26
Contract Construction	41
Transportation	62
Public Utilities	63
Wholesale Trade	46
Retail Trade	
General Merchandise Stores	77
Retail Food Stores	29
Other Retail Stores	38
Finance, Insurance and Real Estate	38
Government	13
Service and Other Nonmanufacturing Industries	87





APPENDIX TABLE 3. EXTENT OF DISCRIMINATION IN HIRING WORKERS FOR EACH MAJOR  
OCCUPATIONAL GROUP AMONG ALL ESTABLISHMENTS SURVEYED<sup>1/</sup>  
(With Separate Sub-Breaks for All Manufacturing and All Nonmanufacturing Establishments)

Occupational Group	TOTAL- ALL ESTAB- LISHMENTS	Establishments for Which Given Occupational Group Was Applicable			Estab- lishments for Which Information Was Not Reported	Estab- lishments for Which Given Occupational Group Was Not Appli- cable
		Total Number	Those Dis- criminating in Given Occupational Group	Those Not Discrimi- nating in Given Occu- pational Group		
ALL INDUSTRIES						
Sales	1,215	760	696	64	40	415
Engineering	1,215	441	392	49	31	743
Office	1,215	1,137	997	140	63	15
Supervisory	1,215	1,155	954	201	54	6
Skilled	1,215	1,006	678	328	45	164
Semi-Skilled	1,215	1,102	573	529	35	78
Unskilled	1,215	1,161	444	717	36	18
ALL MANUFACTURING INDUSTRIES						
Sales	698	504	471	33	36	158
Engineering	698	312	275	37	30	356
Office	698	642	563	79	54	2
Supervisory	698	653	522	131	44	1
Skilled	698	663	438	225	34	1
Semi-Skilled	698	675	328	347	23	0
Unskilled	698	674	250	424	24	0
ALL NONMANUFACTURING INDUSTRIES						
Sales	517	256	225	31	4	257
Engineering	517	129	117	12	1	387
Office	517	495	434	61	9	13
Supervisory	517	502	432	70	10	5
Skilled	517	343	240	103	11	163
Semi-Skilled	517	427	245	182	12	78
Unskilled	517	487	194	293	12	18

<sup>1/</sup> Excludes 14 establishments for which sufficient data were not reported.



APPENDIX TABLE 4. EXTENT OF DISCRIMINATION IN HIRING WORKERS FOR EACH MAJOR OCCUPATIONAL GROUP AMONG ALL ESTABLISHMENTS SURVEYED, BY REGION<sup>1/</sup>

Occupational Group	TOTAL- ALL ESTAB- LISHMENTS	Establishments for Which Given Occupational Group Was Applicable		Estab- lishments for Which Information Was Not Reported	Estab- lishments for Which Given Occupational Group Was Not Appli- cable	
		Total Number	Those Dis- criminating in Given Occupational Group			Those Not Discrimi- nating in Given Occu- pational Group
SOUTHWEST REGION						
Sales	579	412	397	15	0	167
Engineering	579	235	228	7	0	344
Office	579	577	552	25	1	1
Supervisory	579	576	533	43	0	3
Skilled	579	489	378	111	0	90
Semi-Skilled	579	536	359	177	3	40
Unskilled	579	563	287	276	4	12
NORTHWEST REGION						
Sales	105	70	57	13	3	32
Engineering	105	46	33	13	1	58
Office	105	101	77	24	4	0
Supervisory	105	101	67	34	4	0
Skilled	105	85	46	39	4	16
Semi-Skilled	105	94	36	58	4	7
Unskilled	105	101	29	72	4	0
CENTRAL REGION						
Sales	148	88	88	0	0	60
Engineering	148	37	37	0	0	111
Office	148	144	140	4	4	0
Supervisory	148	144	135	9	4	0
Skilled	148	131	111	20	4	13
Semi-Skilled	148	136	94	42	4	8
Unskilled	148	144	82	62	4	0
NORTHEAST REGION						
Sales	71	37	24	13	1	33
Engineering	71	22	14	8	1	48
Office	71	69	42	27	2	0
Supervisory	71	69	47	22	2	0
Skilled	71	62	28	34	3	6
Semi-Skilled	71	67	16	51	3	1
Unskilled	71	68	9	59	3	0
SOUTHEAST REGION						
Sales	312	152	130	22	37	123
Engineering	312	100	80	20	30	182
Office	312	245	186	59	53	14
Supervisory	312	265	172	93	44	3
Skilled	312	238	115	123	34	40
Semi-Skilled	312	267	68	199	22	23
Unskilled	312	284	37	247	22	6

<sup>1/</sup> Excludes 14 establishments for which sufficient data were not reported.





APPENDIX TABLE 5. EXTENT OF DISCRIMINATORY EMPLOYMENT PRACTICES  
AMONG ALL ESTABLISHMENTS SURVEYED, BY INDUSTRY, REGION, AND SIZE

Item	TOTAL	Number of Establishments		
		With Discrim- inatory Employment Practices <sup>1/</sup>	Without Discrim- inatory Employment Practices	For Which This Information Was Not Reported
TOTAL - ALL ESTABLISHMENTS	<u>1,229</u>	<u>1,086</u>	<u>129</u>	<u>14</u>
ALL MANUFACTURING ESTABLISHMENTS	709	606	92	11
ALL NONMANUFACTURING ESTABLISHMENTS	520	480	37	3
BY REGION:				
Southwest	580	567	12	1
Northwest	111	85	20	6
Central	148	143	5	0
Northeast	71	52	19	0
Southeast	319	239	73	7
BY SIZE OF ESTABLISHMENT: (Number of Employees)				
50 or less	159	136	21	2
51 to 100	260	244	15	1
101 to 200	235	211	21	3
201 to 500	250	224	25	1
501 to 1,000	135	120	14	1
Over 1,000	190	151	33	6

<sup>1/</sup> Includes establishments which were reported to be discriminating against minority group workers in hiring employees in one or more occupational groups or in promoting, upgrading or apprenticing workers.



APPENDIX TABLE 6. REASONS FOR DISCRIMINATORY EMPLOYMENT PRACTICES, BY REGION

Item	Number of Discriminatory Establishments					
	TOTAL- ALL REGIONS	Southwest Region	Northwest Region	Central Region	Northeast Region	Southeast Region
TOTAL NUMBER OF DISCRIMINATORY ESTABLISHMENTS	1,086	567	85	143	52	239
Number of Establishments for Which Reasons for Discrimination Were Not Reported	414	168	11	24	52	159
Number of Establishments for Which Reasons for Discrimination Were Reported	672	399	74	119	0	80
REASONS REPORTED: <sup>1/</sup>						
Tradition	392	311	29	17	0	35
Company Policy	311	75	73	117	0	46
Local	(306)	(74)	(70)	(116)	(0)	(46)
National	(5)	(1)	(3)	(1)	(0)	(0)
Alleged Union Restrictions	110	44	28	27	0	11
Alleged Customer Reaction	23	5	3	4	0	11
Alleged Employee Reaction	28	8	0	4	0	16
Alleged Need of Separate Facilities	5	3	1	0	0	1

<sup>1/</sup> Reasons reported exceed number of establishments for which reasons were reported because several reasons were cited for some establishments. Figures in parentheses are sub-items.



APPENDIX TABLE 7. EXTENT OF DISCRIMINATION IN UPGRADING  
OR PROMOTION OF WORKERS AMONG DISCRIMINATORY  
ESTABLISHMENTS, BY INDUSTRY, REGION AND SIZE

Item	Number of Discriminatory Establishments			
	TOTAL	Discriminating In Upgrading or Promotion	Not Discriminating In Upgrading or Promotion	For Which This Information Was Not Reported
TOTAL - ALL ESTABLISHMENTS	1,086	770	285	31
ALL MANUFACTURING ESTABLISHMENTS	606	407	179	20
ALL NONMANUFACTURING ESTABLISHMENTS	480	363	106	11
BY REGION:				
Southwest	567	514	50	3
Northwest	85	71	13	1
Central	143	120	23	0
Northeast	52	1	51	0
Southeast	239	64	148	27
BY SIZE OF ESTABLISHMENT: (Number of Employees)				
50 or less	136	101	33	2
51 to 100	244	194	49	1
101 to 200	211	158	50	3
201 to 500	224	148	67	9
501 to 1,000	120	80	35	5
Over 1,000	151	89	51	11





APPENDIX TABLE 8. EXTENT OF DISCRIMINATION IN APPRENTICING  
WORKERS AMONG DISCRIMINATORY ESTABLISHMENTS,  
BY INDUSTRY, REGION AND SIZE

Item	TOTAL	Number of Discriminatory Establishments				
		Those Hiring Apprentices			Those Not Hiring Apprentices	For Which This Information Was Not Reported
		Total	Which Discriminate In Apprenticeship	Which Do Not Discriminate In Apprenticeship		
TOTAL -						
ALL ESTABLISHMENTS	<u>1,086</u>	<u>401</u>	<u>306</u>	<u>95</u>	<u>648</u>	<u>37</u>
ALL MANUFACTURING ESTABLISHMENTS	606	270	205	65	310	26
ALL NONMANUFACTURING ESTABLISHMENTS	480	131	101	30	338	11
BY REGION:						
Southwest	567	134	119	15	425	8
Northwest	85	60	54	6	24	1
Central	143	101	92	9	39	3
Northeast	52	45	1	44	7	0
Southeast	239	61	40	21	153	25
BY SIZE OF ESTABLISHMENT: (Number of Employees)						
50 or less	136	38	32	6	96	2
51 to 100	244	91	77	14	153	0
101 to 200	211	81	62	19	126	4
201 to 500	224	80	65	15	132	12
501 to 1,000	120	46	27	19	72	2
Over 1,000	151	65	43	22	69	17



APPENDIX TABLE 9. REASONS FOR DISCRIMINATION IN UPGRADING, PROMOTION, OR APPRENTICESHIP  
AMONG ESTABLISHMENTS WHICH PRACTICE SUCH DISCRIMINATION, BY REGION

Item	Number of Establishments Discriminating in Upgrading, Promotion or Apprenticeship					
	TOTAL ALL REGIONS	Southwest Region	Northwest Region	Central Region	Northeast Region	Southeast Region
TOTAL NUMBER OF ESTABLISHMENTS	837	555	77	123	2	80
Number of Establishments for Which Reasons for Discrim- ination Were Not Reported	387	330	8	4	2	43
Number of Establishments for Which Reasons for Discrim- ination Were Reported	450	225	69	119	0	37
REASONS REPORTED: <sup>1/</sup>						
Tradition	238	160	33	30	0	15
Company Policy	283	71	67	119	0	26
Alleged Union Restrictions	110	42	28	30	0	10
Alleged Customer Reaction	21	3	1	12	0	5
Alleged Employee Reaction	29	5	1	12	0	11
Alleged Need of Separate Facilities	3	3	0	0	0	0
Other	4	3	0	1	0	0

<sup>1/</sup> Reasons reported exceed number of establishments for which reasons were reported be-  
cause several reasons were cited for some establishments.





APPENDIX TABLE 10. EXTENT OF LIBERALIZATION OF HIRING POLICIES  
WITHIN THE PAST 5 YEARS AMONG ALL ESTABLISHMENTS SURVEYED, BY  
INDUSTRY, REGION, SIZE AND DISCRIMINATORY CLASSIFICATION

Item	TOTAL	Number of Establishments		
		Which Liber- alized Hiring Policies in Past 5 Years	Which Did Not Liberalize Hiring Policies in Past 5 Years	For Which This Informa- tion Was Not Reported
TOTAL - ALL ESTABLISHMENTS	1,229	80	1,121	28
ALL MANUFACTURING ESTABLISHMENTS	709	47	644	18
ALL NONMANUFACTURING ESTABLISHMENTS	520	33	477	10
BY REGION:				
Southwest	580	17	557	6
Northwest	111	5	99	7
Central	148	0	147	1
Northeast	71	1	70	0
Southeast	319	57	248	14
BY SIZE OF ESTABLISHMENT: (Number of Employees)				
50 or less	159	5	152	2
51 to 100	260	5	252	3
101 to 200	235	15	214	6
201 to 500	250	20	225	5
501 to 1,000	135	7	126	2
Over 1,000	190	28	152	10
Discriminatory Establishments	1,086	71	1,003	12
Nondiscriminatory Establishments	129	9	115	5
Establishments For Which Data on Discrimination Were Not Reported	14	0	3	11



APPENDIX TABLE 11. REASONS FOR LIBERALIZATION OF HIRING POLICIES, BY REGION

Item	Number of Establishments Which Liberalized Hiring Policies in Last 5 Years					
	TOTAL- ALL REGIONS	Southwest Region	Northwest Region	Central Region	Northeast Region	Southeast Region
TOTAL NUMBER OF ESTABLISHMENTS	80	17	5	0	1	57
Number of Establishments for Which Reasons for Liberalizing Hiring Policies Were Not Reported	11	1	1	0	0	9
Number of Establishments for Which Reasons for Liberalizing Hiring Policies Were Reported	69	16	4	0	1	48
REASONS REPORTED: <sup>1/</sup>						
Tight Labor Market	43	5	2	0	0	36
Negotiations By Government Agencies	37	5	0	0	1	31
Pressure from Community Groups	20	6	1	0	0	13
Fair Employment Practices Ordinance	15	0	2	0	0	13
Changes in Hiring Officials	7	1	2	0	0	4
U. S. Government Contract Regulations	4	0	1	0	0	3
Other	12	3	1	0	0	8

<sup>1/</sup> Reasons reported exceed number of establishments for which reasons were reported because several reasons were cited for some establishments.



APPENDIX TABLE 12. ADVANTAGES GAINED FROM LIBERALIZATION OF HIRING POLICIES, BY REGION

Item	Number of Establishments Which Liberalized Hiring Policies In Last 5 Years					
	TOTAL- ALL REGIONS	Southwest Region	Northwest Region	Central Region	Northeast Region	Southeast Region
TOTAL NUMBER OF ESTABLISHMENTS	80	17	5	0	1	57
Number of Establishments for Which Advantages of Liberalizing Hiring Policies Were Not Reported	26	5	1	0	0	20
Number of Establishments Which Allegedly Gained No Advantage by Liberalizing Hiring Policies	7	1	0	0	0	6
Number of Establishments for Which Advantages of Liberalizing Hiring Policies Were Reported	47	11	4	0	1	31
ADVANTAGES REPORTED: <sup>1/</sup>						
More Favorable Community Relations	27	9	3	0	0	15
Increased Production	26	4	0	0	1	21
Reduced Turnover	4	0	1	0	0	3
Decreased Production Costs	3	0	1	0	0	2
Other	6	0	1	0	0	5

<sup>1/</sup> Advantages exceed number of establishments for which advantages were reported because several advantages were cited for some establishments.





APPENDIX TABLE 13. ESTIMATED POTENTIAL HIRINGS WITHIN TWO MONTHS  
IN ALL ESTABLISHMENTS SURVEYED, BY SIZE OF ESTABLISHMENT<sup>1/</sup>  
(With Separate Sub-Breaks for Discriminatory and Nondiscriminatory Establishments)

Establishment Size (Number of Employees)	TOTAL NUMBER OF ESTAB- LISH- MENTS	Establishments With Potential Hirings		Number of Establish- ments With No Potential Hirings	Number of Establishments for Which This Information Was Not Reported
		Number	Number of Hirings		
ALL ESTABLISHMENTS <sup>2/</sup>	1,229	803	39,224	361	65
50 or less	159	82	370	70	7
51 to 100	260	161	1,164	94	5
101 to 200	235	140	1,868	84	11
201 to 500	250	168	4,026	69	13
501 to 1,000	135	105	4,880	18	12
Over 1,000	190	147	26,916	26	17
ALL DISCRIMINATORY ESTABLISHMENTS	1,086	737	31,956	298	51
50 or less	136	77	323	54	5
51 to 100	244	157	1,088	82	5
101 to 200	211	130	1,699	71	10
201 to 500	224	154	3,607	60	10
501 to 1,000	120	95	4,480	15	10
Over 1,000	151	124	20,759	16	11
ALL NONDISCRIMINATORY ESTABLISHMENTS	129	60	6,160	58	11
50 or less	21	4	46	16	1
51 to 100	15	4	76	11	0
101 to 200	21	10	169	11	0
201 to 500	25	13	407	9	3
501 to 1,000	14	9	385	3	2
Over 1,000	33	20	5,077	8	5

<sup>1/</sup> Potential hirings represent the estimated number of hirings of workers each establishment was expected to make during the next two months for enlargement of the work force and for replacement of workers lost as a result of labor turnover.

<sup>2/</sup> Includes 14 establishments for which sufficient information was not reported to determine whether or not discriminatory practices were followed.



APPENDIX TABLE 14. ESTIMATED UNFILLED JOBS IN ALL ESTABLISHMENTS  
SURVEYED, BY INDUSTRY, REGION AND SIZE<sup>1/</sup>

Item	TOTAL NUMBER OF ESTAB- LISH- MENTS	Establishments With Unfilled Jobs		Number of Establish- ments With No Unfilled Jobs	Number of Establishments For Which This Information Was Not Reported
		Number	Number of Unfilled Jobs		
TOTAL - ALL ESTABLISHMENTS	<u>1,229</u>	<u>379</u>	<u>20,367</u>	<u>586</u>	<u>264</u>
ALL MANUFACTURING ESTABLISHMENTS	709	247	10,068	305	157
ALL NONMANUFACTURING ESTABLISHMENTS	520	132	10,299	281	107
BY REGION:					
Southwest	580	136	8,076	404	40
Northwest	111	8	147	1	102
Central	148	21	247	46	81
Northeast	71	24	714	45	2
Southeast	319	190	11,183	90	39
BY SIZE OF ESTABLISHMENT: (Number of Employees)					
50 or less	159	26	93	91	42
51 to 100	260	47	323	140	73
101 to 200	235	55	780	122	58
201 to 500	250	86	1,417	109	55
501 to 1,000	135	59	1,859	62	14
Over 1,000	190	106	15,895	62	22

<sup>1/</sup> Unfilled jobs represent the estimated number of actual job openings unfilled at the time of the survey.





APPENDIX TABLE 15. ESTIMATED UNFILLED JOBS IN DISCRIMINATORY  
ESTABLISHMENTS, BY INDUSTRY, REGION AND SIZE<sup>1/</sup>

Item	TOTAL NUMBER OF ESTAB- LISH- MENTS	Establishments With Unfilled Jobs		Number of Establish- ments With No Unfilled Jobs	Number of Establishments For Which This Information Was Not Reported
		Number	Number of Unfilled Jobs		
TOTAL - ALL ESTABLISHMENTS	<u>1,086</u>	<u>326</u>	<u>15,605</u>	<u>528</u>	<u>232</u>
ALL MANUFACTURING ESTABLISHMENTS	606	207	5,741	266	133
ALL NONMANUFACTURING ESTABLISHMENTS	480	119	9,864	262	99
BY REGION:					
Southwest	567	136	8,076	391	40
Northwest	85	8	147	1	76
Central	143	21	247	42	80
Northeast	52	17	585	34	1
Southeast	239	144	6,550	60	35
BY SIZE OF ESTABLISHMENT: (Number of Employees)					
50 or less	136	22	81	82	32
51 to 100	244	44	293	133	67
101 to 200	211	51	709	109	51
201 to 500	224	76	1,243	95	53
501 to 1,000	120	52	1,734	57	11
Over 1,000	151	81	11,545	52	18

<sup>1/</sup> Unfilled jobs represent the estimated number of actual job openings unfilled at the time of the survey.



APPENDIX TABLE 16. ESTIMATED UNFILLED JOBS IN NONDISCRIMINATORY ESTABLISHMENTS, BY INDUSTRY, REGION AND SIZE<sup>1/</sup>

Item	TOTAL NUMBER OF ESTAB- LISH- MENTS	Establishments With Unfilled Jobs		Number of Establish- ments With No Unfilled Jobs	Number of Establishments For Which This Information Was Not Reported
		Number	Number of Unfilled Jobs		
TOTAL - ALL ESTABLISHMENTS	<u>129</u>	<u>49</u>	<u>3,753</u>	<u>55</u>	<u>25</u>
ALL MANUFACTURING ESTABLISHMENTS	92	37	3,321	37	18
ALL NONMANUFACTURING ESTABLISHMENTS	37	12	432	18	7
BY REGION:					
Southwest	12	0	0	12	0
Northwest	20	0	0	0	20
Central	5	0	0	4	1
Northeast	19	7	129	11	1
Southeast	73	42	3,624	28	3
BY SIZE OF ESTABLISHMENT: (Number of Employees)					
50 or less	21	4	12	9	8
51 to 100	15	3	30	7	5
101 to 200	21	4	71	13	4
201 to 500	25	10	174	13	2
501 to 1,000	14	6	119	5	3
Over 1,000	33	22	3,347	8	3

<sup>1/</sup> Unfilled jobs represent the estimated number of actual job openings unfilled at the time of the survey.



APPENDIX TABLE 17. UNIFORMITY OF HIRING SPECIFICATIONS AMONG ALL  
ESTABLISHMENTS SURVEYED, BY SIZE OF ESTABLISHMENT<sup>1/</sup>  
(With Separate Sub-Breaks for Discriminatory and Nondiscriminatory Establishments)

Establishment Size (Number of Employees)	Number of Establishments			
	TOTAL	With Uniform Hiring Specifications	Without Uniform Hiring Specifications	For Which This Informa- tion Was Not Reported
ALL ESTABLISHMENTS <sup>2/</sup>	1,229	1,135	82	12
50 or less	159	156	3	0
51 to 100	260	243	17	0
101 to 200	235	215	19	1
201 to 500	250	227	20	3
501 to 1,000	135	122	11	2
Over 1,000	190	172	12	6
ALL DISCRIMINATORY ESTABLISHMENTS	1,086	998	81	7
50 or less	136	133	3	0
51 to 100	244	227	17	0
101 to 200	211	192	19	0
201 to 500	224	202	20	2
501 to 1,000	120	109	10	1
Over 1,000	151	135	12	4
ALL NONDISCRIMINATORY ESTABLISHMENTS	129	128	1	0
50 or less	21	21	0	0
51 to 100	15	15	0	0
101 to 200	21	21	0	0
201 to 500	25	25	0	0
501 to 1,000	14	13	1	0
Over 1,000	33	33	0	0

<sup>1/</sup> Relates to whether or not hiring specifications were the same for all applicants for each job with regard to experience, education, personal traits, etc.

<sup>2/</sup> Includes 14 establishments for which sufficient information was not reported to determine whether or not discriminatory practices were followed.





APPENDIX TABLE 18. COMPARABILITY OF WAGES IN ESTABLISHMENTS SURVEYED  
WITH WAGES IN OTHER ESTABLISHMENTS IN SIMILAR INDUSTRIES  
IN THE SAME LOCALITY, BY SIZE OF ESTABLISHMENT  
(With Separate Sub-Breaks for Discriminatory and Nondiscriminatory Establishments)

Establishment Size (Number of Employees)	TOTAL	Number of Establishments			
		Paying Compar- atively Higher Wages	Paying Compar- atively The Same Wages	Paying Compar- atively Lower Wages	For Which This Inf- ormation Was Not Reported
ALL ESTABLISHMENTS <sup>1/</sup>	1,229	111	1,012	94	12
50 or less	159	11	141	6	1
51 to 100	260	14	209	35	2
101 to 200	235	20	192	21	2
201 to 500	250	19	209	20	2
501 to 1,000	135	12	116	6	1
Over 1,000	190	35	145	6	4
ALL DISCRIMINATORY ESTABLISHMENTS	1,086	96	893	89	8
50 or less	136	9	120	6	1
51 to 100	244	14	195	33	2
101 to 200	211	17	172	21	1
201 to 500	224	18	187	19	0
501 to 1,000	120	11	102	6	1
Over 1,000	151	27	117	4	3
ALL NONDISCRIMINATORY ESTABLISHMENTS	129	12	111	5	1
50 or less	21	2	19	0	0
51 to 100	15	0	13	2	0
101 to 200	21	3	18	0	0
201 to 500	25	1	22	1	1
501 to 1,000	14	1	13	0	0
Over 1,000	33	5	26	2	0

<sup>1/</sup> Includes 14 establishments for which sufficient information was not reported to determine whether or not discriminatory practices were followed.



APPENDIX TABLE 19. UNIFORMITY OF WAGE SCALES FOR ALL WORKERS DOING THE SAME JOB IN ALL ESTABLISHMENTS SURVEYED, BY SIZE OF ESTABLISHMENT<sup>1/</sup>  
(With Separate Sub-Breaks for Discriminatory and Nondiscriminatory Establishments)

Establishment Size (Number of Employees)	Number of Establishments			
	TOTAL	With Uniform Wage Scales	Without Uniform Wage Scales	For Which This Information Was Not Reported
ALL ESTABLISHMENTS <sup>2/</sup>	1,229	1,220	4	5
50 or less	159	158	1	0
51 to 100	260	259	1	0
101 to 200	235	234	0	1
201 to 500	250	248	0	2
501 to 1,000	135	135	0	0
Over 1,000	190	186	2	2
ALL DISCRIMINATORY ESTABLISHMENTS	1,086	1,081	4	1
50 or less	136	135	1	0
51 to 100	244	243	1	0
101 to 200	211	211	0	0
201 to 500	224	223	0	1
501 to 1,000	120	120	0	0
Over 1,000	151	149	2	0
ALL NONDISCRIMINATORY ESTABLISHMENTS	129	129	0	0
50 or less	21	21	0	0
51 to 100	15	15	0	0
101 to 200	21	21	0	0
201 to 500	25	25	0	0
501 to 1,000	14	14	0	0
Over 1,000	33	33	0	0

<sup>1/</sup> Relates to whether or not wage scales were the same for all workers during the same job (exclusive of sex differentials).

<sup>2/</sup> Includes 14 establishments for which sufficient information was not reported to determine whether or not discriminatory practices were followed.















